



Annual Report

Women's Health Association of Ethiopia

January- December, 2016

Introduction

Women's Health Association of Ethiopia is a non-profit, non-governmental association currently working in eight regions in empowering Ethiopian women socially and economically. WHAE believes that women, especially mothers are the core of the society. It works with groups of mothers to be agents of change in their society through knowledge building on healthy lifestyle and leadership and Job creation.

WHAE involves mothers in community mobilization to become agents of change in their society and involve them in Income generating activities. We believe that the income from the business enables them to generate income for sustaining their agent-hood and their quality of life.

WHAE has been active and legally registered since January 2011. Now it covers 8 Regions and 15 local units. In 2016, WHAE added two more local units in Harar and Dire Dawa region comprising of 55 women per region. WHAE also renewed the agreement with the government in the two regions-Harar and Dire Dawa. This year three local units- Mekele, Addis Ababa and Harar started earning monthly salary from their business.

WHAE will start a new project in Jimma region with 55 grass root women and a day care program with the Jimma University. The day care program is the first project for WHAE and the regional agreement process with the partners is finalized.



Accomplished Activities

1. General Assembly Meeting

Women's Health Association of Ethiopia always starts the year by sharing its annual activity, financial report and plan with the General Assembly Members of the organization. WHAE started the 2016 activities by organizing a half-day General Assembly meeting at Monarch Hotel, Addis Ababa, Ethiopia on February 27, 2016. The meeting was attended by professional members, Board members, Representatives of Fourteen local unit members and staffs from eight regions.

The agenda of the day was activity and financial report of the year 2015, followed by activity and financial plan of 2016. The reports and plans were discussed in detail and agreed by all members. The auditor also presented his view on the financial status of WHAE as faultless.

2. Annual Conference

WHAE organized its annual conference on "Enhancing Grass-root Women Business". The conference was attended by local unit representatives, marketing officers and 'mahberat maderaja' representatives (Government focal person in cooperatives), members and invited guests from four regions in Ethiopia. In addition to this, professional members of the organization and board members of WHAE also attended to support and generate ideas of strengthening the local units business. In total, 45 members and stakeholders attended the conference and out of these 9 new members joined the membership pool.

The conference which was conducted for one day in Harmony hotel came up with four clear strategies for each local unit business on how to secure salary for members and worked on sustainability and profit strategy for each business.

This conference will have a follow-up meeting after a year to evaluate the implementation of the planned outputs in each region.

3. Experience Sharing

The experience sharing event took place on February 28 in WHAE's office in Addis Ababa, Ethiopia among 8 regional coordinators from eight regions in Ethiopia. The attendees presented their work and shared their challenges and successes. The new program strategy and structure was also shared. This event helped the coordinators to finalize their new annual plan collaboratively.

4. Steering Committee

The establishment of Steering committee members comprising of government officials from health bureau, women affairs, regional BOFED and other concerned government bodies and community leaders is found to be a very useful tool to provide continuous support for the local unit.

WHAE has 7 regional Steering committees in seven regions. The steering committee meetings are organized by the local unit and the regional coordinator. Each meeting has an agenda for specific follow-up for the local unit challenges.

Therefore, the steering committee in Shone was able to conduct 12 meetings with the local unit and help them through the audit process for the business and monitor and report the update to WHAE on a monthly basis. Harar had 11 steering committee meetings, 2 in Dire Dawa, 9 meetings in Mekelle, 11 in Chancho, 6 in Bahirdar and 10 meetings in Asossa.

The committee is helping the women to start their business and facilitating a space to undertake their business effectively. It also helps them in running an accountable system while running their business and overlooks their general activity.

5. Male Engagement

This is one of the health programs in Addis Ababa Gulele Sub City around Shiromeda “Chefe” that aims in engaging men in family planning, reproductive health and parenting. The program outcome is believed to help in achieving the aim of creating a well informed family and a fully engaged father in the project area. The program has been conducted for three weeks, 77 community members, the local unit and got education members attended the meeting. Two staffs also undertook a five day training on parenting to further facilitate this program. The training was provided by a volunteer member.

No	Activity	Achieved by 2016	Remark
1	Male engagement program	77 Male’s from community members	Unplanned

6. Capacity Building

In 2016, two staffs were able to complete and get certificate on program budgeting, monitoring and evaluation and also two regional staff were able to complete their basic computer skills training. Two staff (Guards) undertook driving license training.

The staff also undertook a planning and reflection meeting from December 7 – 11.

7. Blood Donation Day

By the motto ‘Give Blood for Those who Give Life; Save Blood for Saving Mothers’, WHAE in collaboration with Ethiopian National Blood Transfusion Service organized a blood donation day on February 27, 2016 at Monarch Hotel. As a women health organization, WHAE believes in the importance of donating blood to save lives as 25% to 40% Ethiopian mothers are said to have died due to lack of enough blood from donors according to National Blood Bank of Ethiopia. Staff and members of the organization donated blood.

No	Activity	Remark
1	Blood Donation Day	Unplanned

8. Newsletter Production

WHAE published 500 copies of the first organizational newsletter in May 2016. The newsletter is composed of news feed which is planned to update the members and stakeholders to have organizational information, follow up on the achievement and news of local units. The newsletter also includes a case story of one of our local unit member, our social media links and office direction.

The newsletter is distributed to eight regional offices and local unit members.

The Plan was to produce a newsletter quarterly but there was lack of human resource and expertise.

9. Mother's day

WHAE celebrated Mother's Day on Saturday May 14, 2016. This event is mainly targeted to appreciate ordinary mothers in the society. As the trend goes, only women who are high achievers in the formal work are appreciated for balancing for their work/life balance. WHAE wanted to bring the story of single mothers and stay at home mothers that did extraordinary work in raising their children. To select these mothers, WHAE gave the chance to the public and all members to nominate their most influential mother with her story online. Then two women namely Elisabeth Habtamu (who raised her eight children as a single mother leaving an abusive relationship) and Almaz Assefa (a mother of eight who lost her mother at age Seven that took the responsibility of taking care of Ten siblings at that age and strongly believes in sending her children to school even with her being the only one) were selected and invited to come and share their stories. The event celebrated and acknowledged the two mothers and was attended by seventeen members and WHAE staff. The event is mainly

focused on experience sharing of two mothers and questions were raised from the participants and discussed.

At the end of the day, all the participants checked their blood pressure and blood sugar level organized by WHAE. This was done to increase awareness of vital checkup for women and mothers.

10. Documentary about WHAE

WHAE produced its first documentary video in 2016. This documentation is composed of the experience of local units and reflections of staff and board. This documentary is believed to be shared with donors, members and partners.

11. Training on Basic Communication Skills

Women's Health Association of Ethiopia provided half-day training on basic communication skill to the staff on Saturday April 9, 2016. The training was provided by a board member, Hiwot Emishaw, who has a rich experience on the area. Eight staff attended the training.

12. Formal Training

A total of 247 women were trained in Reproductive Health and related issues for five days in five regions; Bahir Dar-50, Mekele-54, Addis Ababa-50, Chanco 47 and 46 Shonie. This training is planned to increase the women's awareness about reproductive organs, family planning, maternal health, and child health, personal and environmental Hygiene. It also helps the women to share the information on monthly health discussion for other community members.

Thirty three members were also trained for six days on "sinq" in Harar and 45 local unit members were trained for three days on mentorship and communication in Asossa, 26 local unit members were trained for 6 days on "Sinq" in Dire Dawa.

No	Activity	Target implementation for the year 2016	Achieved activity	Remark
1	Formal Health Training	398 women trained on RH	292 women trained on RH	Due to dropout from the old local units
2	"Sinq" training	72 women trained on "Sinq" training	71 women trained on "Sinq" training	

13. Leadership Training

Seventeen members from the new local unit in Harar and 16 new local unit members from Dire Dawa were trained for three days on leadership. The main objective of this training is to enable the new local unit leadership to properly lead their association with concrete tools about leadership skills, conflict management and team work.

No	Activity	Target implementation to per Year(2016)	Achieved activity's	Remark
1	Leadership Training	40 women from newly Established local unit trained on Leadership training	33 women trained on Leadership training	

14. Twinning Projects

This partnership helps to promote active community engagement and encourages the local unit members to give back to the community by funding community projects the women come up with. This partnership is organized between a local unit in Norway and a local unit in Ethiopia.

15.1. Community Health Project

This is one of the strategies where the local units are expected to give back to their community by sharing basic health information and coming up with community projects. This process takes place in different forms in all the local units. These projects are fully funded by the twinning partners from Norway.

14.2 Community Health Education

This part is where each woman takes five women under her and undertakes a monthly health education with her peers.

To facilitate this health education, five women get together and form a group of 25 women and men and undertake a coffee ceremony in their village with the attendance of a community nurse. The nurse undertakes vital sign check-up and follow up every month as she is equipped with Blood pressure apparatus and blood glucose measurement apparatus.

This year 659 local unit and community health education members checked their vital signs in 8 regions.

Local unit	Titles covered	Annual plan	Number of People by 2016	Remark
Mekele	FP, personal hygiene, Hypertension, cholera, TB, Malaria & HIV/AIDS	110	101	
Bahir Dar	personal and environmental hygiene, Breast feeding , malaria cholera, typhus, hypertension, gastritis, pneumonia & cervical cancer	110	141	They were able to attract more community members
Addis Ababa	Skin disease, GBV, BP, Diabetics, Cancer , Disposal system, cervical cancer, child care, typhoid , nutrition, breast cancer & goiter	110	42	The area covered- Chefe-is a small community and as it is far from other communities, it was difficult to invite more women from another area
Chancho	Anti natal care , Maternal health ,STI, GBV, TB, cholera, postnatal care &child care	110	92	
Asossa	FP, Malaria, Personal hygiene , Environmental health, contraceptive, Anti natal care, Postnatal care & hypertension	80	34	This was the first year to introduce the community education and it was difficult to find

				volunteer community members
Harar	Maternal health, Personal hygiene, Breast feeding and nutrition, hypertension , cervical cancer, TB ,Diabetics & cholera	110	60	Drop out from members
Dire Dawa	maternal health, HTP, revision of health topics like contraceptives , PMTCT, personal & environmental hygiene	110	19	This was the first year to introduce the community education in the area and it was difficult to find volunteer community members
Shone	Breast feeding, maternal health, child care& nutrition	110	125	

Table 3- Titles and numbers of people that participated in community health education

Dire Dawa local unit undertook 12 community health education sessions, a total of 19 women graduated. WHAE prepared the graduation ceremony and certified participants that fully attended the program and award active participants. Government bodies like women affairs, health office representative, health extension workers and sub city administrations were present.

15.3. Provision of Sanitary Materials

In addition to the health education and vital sign check-up, WHAE started provision of sanitary materials such as soap, bleach, iodized salt and water purifier to the women in 2016. This was mainly done to empower the women to use these products in their daily lives.

Item	No. of item distributed to the women							
	HR	DD	MK	AS	SH	GU	CH	BD
Iodized salt	55	55	660	7920	660	636	564	600
Insecticide	65	65	235	235	255	159	235	215
Soap	100	100	200	-	100	-	100	288
Water purifier	-	-	235	-	-	-	235	250

15.4 - Cleaning Campaigns

The local unit members are expected to plan and work on community cleaning campaigns. WHAE provides cleaning materials for local units, including uniform. This is to encourage the women to undertake cleaning campaigns.

The following local units undertook cleaning campaigns accordingly;

Local unit	No of planed cleaning campaigns	Achieved by 2016	Number of women involved/Campaign	Remark
Mekele	12	12	616	
Addis Ababa	12	14	282	Over achieved because of the women had many campaigns on tow selective arias Chefe & around the business center
Shone	12	30	142	Over achieved

				because the women were the cleaning campaign one per week
Assosa	12	8	206	The local unit did not have cleaning material in the beginning of the year to conduct the cleaning campaign
Harar	12	11	147	
Dire Dawa	12	12	116	
Chancho	12	8	378	Due to Security issues
Bahir dar	12	9	303	Due to Security issues

Table 4: Numbers of people that participated in the cleaning campaigns organized by local units

15.5. Home Based Care

This is one of the health programs in Chancho for Women living with HIV/AIDS with low economic status. As there is no home to home care service provider in the area, bed ridden patient's end up with bed sores and have limited professional care. This gap was identified by the local unit members themselves. The local unit members agreed to provide this service and asked for training and service giving materials. WHAE accepted the ideas and delivered materials like milk, soap, and bed sheet. Now they have 11 beneficiaries. In the previous year 10 bed reddened women were able to leave their bed due to the care and nutrition provided to them.

This year a purchase of 12 gowns and 12 blankets was undertaken to support this program.

15.6. Toilet and Shower

In order to provide a community toilet and shower service with a reasonable fee Mekele, Bahirdar and Chanco local unit built a toilet and shower with the funding from their twinning partners. Accordingly the local unit runs this service by taking turns. The women also run a small shop with soaps, tissues and razors to help them generate more income and promote hygiene.

Local unit	Money Generated Money/Birr
Mekele	27,668
Bahir Dar	21637.00
Chanco	312.00

Table 5: Money Generated from Toilet and Shower run by local units

In Chanco even if the women built toilet and shower they have water shortage problem because of that the toilet is not generating enough money. In this year they started the coffee house business near the toilet by building a small shelter.

In Mekele, a new toilet and shower was built in 2016 on a land provided by the Government.

No	Activity plan	Achieved plan	Remark
1	Innovation concept (1)	Build One toilet in Mekele	

15.7. Evaluation of local units

WHAE conducted evaluation of the health and business program of the graduating local units in collaboration with the respective government officials, health extension workers and WHAE regional staffs. The evaluation team that involves government bodies and WHAE nurses undertakes the evaluation by going house to house to each member's house. The Evaluation process aimed at understanding the progress and limitation of WHAE's activity for the past five years based on the life standard of the women. A clear guideline was produced for this process. WHAE undertook Evaluation

in four regions (Mekele, Bahir Dar, Addis Ababa and Shonie) and included 107 women in the evaluation process.

15.8. Adult learning

WHAE works towards enabling women to read and write through its adult literacy program. The program is jointly implemented with the government. The program involved 134 women and they followed eight month standard manual.

Women from the local unit have learned basic reading and writing according to the government manual and a teacher was employed by WHAE. These women now can write their names and some can help their children with homework and track academic performance and also the local unit business.

15.9. Monthly Women Meeting

The women have monthly meetings that are meant to converse and update each other on events and current affairs, discuss about their health and financial status. This event takes place in a community center rented by WHAE specifically for the women to have a safe space to converse. The monthly event is attended by a community nurse and always have a coffee ceremony with refreshments. The monthly events consist of two main activities:

15.9.1 Health education

Every month a nurse discusses a title based on the manual that is prepared based on the need of the women. The nurse facilitates and leaves the platform open for discussion while the women are making and drinking coffee. This event enables the women to share their worries about their health and provide local experiences and understand concepts more clearly. Women were also able to have their vital signs checked in addition to the education. This is undertaken for the women to be more aware of their status and also monitor their health status on a continuous basis. The nurse registers each Woman's status and compares it every month.

Local unit	Titles covered	Planned by 2016	Number of people	
Mekele	<u>Graduating local unit & new local unit</u> FP , intoxication, women's rights , personal hygiene, pneumonia , hypertension, cholera, Malaria, Tuberculosis & HIV/AIDS	69	64	less 5 from the plan
Bahir Dar	<u>Graduating local unit & New local unit</u> volunteerism, pneumonia and typhoid, personal and environmental hygiene, Asthma, hyper tension, maternal health, Malaria, Brest cancer , Gastritis , cholera, cervical cancer & typhus	76	65	Less 11 from the plan because of dropout from the new local unit
Addis Ababa	<u>Graduating & new local unit</u> Contraceptives, Zika virus ,cholera, child care ,immunization, environmental hygiene and nutrition, cervical cancer, food hygiene, Diabetes , HIV/AIDS, hand washing & TB	57	55	Less 2 from the plan
Chancho	Antenatal Care, Post-natal Care , Breast Feeding, Environmental Hygiene, Urinary Tract Infection(UTI), Nutrition, HIV/AIDS, Cervical Cancer , Typhoid Cholera, TB and Typhoid	50	47	Less 3 from the plan
Shone	Typhoid, Typhus , Malaria, Breast Cancer, Family Planning, Cervical	98	50	48 less because the old local unit

	Cancer ,TB, Contraceptive Use and HTP's			members are preparing for graduation and have not been taking part in the monthly meeting
Harar	Breast Cancer, Cervical Cancer, BP, Polio, Appendicitis, Volunteerism, Iodine, Hypertension, First aid, Diabetes, Environmental Sanitation and Cholera	96	73	23 less from the plan because of dropout of members from the local unit
Dire Dawa	Malaria , Cervical Cancer , about the new business, Breast cancer, Dengy like malaria a newly discovered mosquito, Nutrition, Hypertension, Family Planning, Volunteerism Pneumonia and Cholera	76	37	39 less from the plan due to the delay in the selection of the new local unit members by the Government.
Asossa	Typhoid Fever, Contraceptive Use, BP, Diabetes, Typhus , Nutrition, Cholera, Breast cancer & Cervical Cancer ,STI and Child Care	48	44	4 less form the plan

Table.1. Titles and numbers of people that participated in health education among the local unit members

15.9.2 Saving

The local unit members are also encouraged to develop the culture of saving. The local units have to open a bank account and elect a treasurer that saves money for the group every month. This is believed to equip them with owning their own money and the culture of saving. The women save money in two ways. The first way is by contributing membership fee directly every month and the second means is the lottery program using auction items purchased by WHAE. The money is saved in their account for their health emergencies.

Local unit	Number of women	Planned	Saved money	Remark
Mekele	64	1536	13812	Contributed more money and took care of refreshments during trainings and saved money
Bahir Dar	65	1560	16529	Contributed more money and took care of refreshments during trainings and saved money
Addis Ababa	55	1320	24770	Contributed more money and took care of refreshments during trainings and saved money
Chancho	47	1128	3367	Contributed more money and took care of refreshments during trainings and saved money

Asossa	44	1056	4780	Contributed more money and took care of refreshments during trainings and saved money
Dire Dawa	37	888	7808	Contributed more money and took care of refreshments during trainings and saved money
Harar	73	1752	16308	Contributed more money and took care of refreshments during trainings and saved money
Shone	46	1104	2160	Contributed more money and took care of refreshments during trainings and saved money

Table 2. Money saved in 2016 by monthly contribution of the local unit members

15.9.3 Health Insurance

Most of the women members have different chronic health problems like Urinary Tract Infections /UTI/, Cervical Cancer or Tumor, Gallstone etc but they cannot afford the surgical or the treatment cost. To overcome this problem, WHAE signed a referral contract agreement with health service provider hospitals and pharmacies in five regions, women with any chronic health problem is referred to those hospitals through the nurse employed by WHAE and get medicine from the selected pharmacies.

This year, five regions got the service and 39 women had access to medical service: Harar local unit-10 women, Chancho local unit- 7, Addis Ababa local unit-7, Bahir Dar local unit- 10

and Mekele local unit-5 women had access to health treatment. Two women also had a major surgery and removal of cervical Myoma the same year,

No	Activity	Annual plan	Achieved activity	Remark
1	Health Insurance for women	35 treated women	39	Over achieved because some women used less money from the plan and Sent additional 4 women

16. Partnership with Norwegian Universities

Nursing students from Molde University provided health training for 50 Gullele local unit members for two days (26-27/2/2016). The topics covered were personal hygiene, child care, Urinary Tract Infections /UTI/, Breast and cervical cancer and contraceptive use. These topics are the women's major problems.

17. Local Unit Business

17.1 Harar

Harar local unit is engaged in Baltina (food processing) which includes packing baltina products and supplying 'enjera' to different organizations and households. The local unit officially started the business activity by attending two bazaars, one in Addis Ababa and the other in Harar. In 2016 this local unit was selected as the best cooperation and was invited to Addis Ababa. The local unit has a rental processing unit. Looking at their achievement the local administration has granted them a big house in the center of Harar for shop. They have renovated the shop from the grant secured by WHAE-

30,000birr. They are selling their product in the shop from the beginning of September which is situated in the center of a market place. By the year 2016, the local unit in total earned 250,344 Ethiopian birr. Each member has also started earning a monthly salary of 500 birr starting from November.

17.2 Shone

The local unit in Shonie is engaged in four different businesses; Milling, Bridal house, Coffee house and Beauty salon. Four members of the local unit are taking the Hair and Beauty training from the trainer hired by WHAE in Shonie. By the year 2016, the net income from all the businesses is 25,997birr (Cofee-120birr, Bridal shop-4960, Milling and pepper- 18457). The local unit has hired three people.

17.3 Mekele

The local unit in Mekele runs a toilet and a shower, 'shiro' and milling business. The local unit raised a total amount of 27,668 birr from toilet and shower services. In May, the local unit invested 13,300birr to change the pump system of the toilet and shower. They also invested on purchasing a container shop to their "Shiro". The local unit also invested 98,000 birr to purchase a milling machine and 2,000 birr to buy a donkey. By the year 2016, the local unit earned 136, 820birr (Milling-93331birr and Shiro-15, 220birr)

The local unit also generated a total amount of 11,600.00 birr from credit sale of Shiro to Addis Ababa, including Safeway supermarket. The marketing officer and one of local unit members had visited Addis Ababa to introduce Mekelle Shiro to different Super markets located at Addis Ababa. In August, the local unit delivered 104 kilo (it is a total amount of 6,014.00 birr) shiro to Safeway Supermarket.

Since May 2016, the local unit members started getting a monthly salary of 500br/person.

This same year, the local unit has been granted a new milling place which is closer to home and this is believed to save transportation and working cost of the business.

Additional investment of 55,000birr was provided to this local unit from WHAE in 2016.

17.4 Bahir Dar

Bahir Dar local unit is running three different businesses. The local unit raised 31,560birr from “Shower and Toilet”. Six members of the local unit work in the business and earn 200 birr salary each. The local unit started baking and selling Injera and Bread to hotels and households in 2016. The local unit raised a total of 105,662birr (Restaurant-25890, Bakery-21936, Injera-57836) from these businesses and three women are now earning 500birr/month.

Bahir Dar local unit had an extra investment of 190,000birr for the Bakery in 2016.

17.5 Addis Ababa

Gullele local unit is engaged in weaving business. The weaving added Six new members from the new local unit in Addis Ababa. In 2016, the local unit started partnering with one of the famous designers in Ethiopia-Genet from Paradise fashion.

EndegBegara, the new local unit formed in Addis Ababa, started carpet production in November 2016. The local unit is a group of 22 members. The local unit is getting training on wool carpet production and has started production since November, 2016.

The weaving business generated a total amount of 173,833.19birr in 2016. This year, the women sold their product in Norway and London. The Board member of WHAE also took products to Canada during the Ethiopian day and sold products. Her trip ticket was a free reward from the Ethiopian Airlines. All the members are earning income as per their product in this local unit.

WHAE purchased six weaving machines and eight loom machines to the local unit and invested 93,000birr for raw material purchase for the new local unit in 2016.

17.6- Chancho

The new local unit in Chancho managed to win an auction to run the cafeteria in the Woreda Health Center. The local unit chose the business idea and entered into the auction with their own initiative. WHAE invested 60,000birr for material purchase for their business.

17.7. Dire Dawa

This year Dire Dawa local unit had a thorough business study and decided to run a bakery business. The Government granted the women a place for baking and WHAE invested 190,000birr for purchasing raw material and bakery machine. However, the women are still waiting for Electric Power to undertake the purchase and WHAE is trying to negotiate with the region for facilitating this process.

18. New Partnership on Business Training

This year, WHAE partnered with Dot Ethiopia on delivering business trainings to selected regions, Addis Ababa, Bahir Dar and Mekele. Seventy six members from Bahir Dar, 49 members of Addis Ababa and 64 members of Mekele new and old local units were trained on a reach up program for 10 days in each region.

19. Visit to Stockholm and Norway

The Director of WHAE and the Board President were invited to attend the EAT conference and thereafter they attended various meetings in Norway, including meeting with FOKUS project staff and breakfast meeting at NKS from June 13-17, 2016.

20. Commission on the Status of Women (CSW)

This year, the Director of WHAE was invited to be part of the delegation from Fokus. This enabled us to network with various organizations working for the cause of women empowerment and equality.

During this event, WHAE also organized a side event during CSW in New York in collaboration with NKS on the economical empowerment of women. The Minister of Women Affairs of Ethiopia, Minister of Women Affairs of Norway, Head of Fokus and Head of NKS and WHAE and the Vice Director for UN Women were part of the panel. This event helped to bring the advantage of empowering women economically on the surface and created a good discussion. The Director of WHAE then was invited to privately speak with the Minister of Women of Norway with two other Fokus partners from Uganda.

21. Board Meeting

The Board of WHAE played a significant role in guiding the activities of WHAE. The Board had a plan to meet four times in 2016 but met 9 times. In these meetings, reports of WHAE and IGA strategy of WHAE were discussed.

Main achievements by the Board of WHAE is

- 1- Training on communication to WHAE staff by Hiwot Emishaw
- 2- Structure and strategy update of WHAE by Hereni Melesse
- 3- Processing free Airline return tickets from Ethiopian Airlines to Washington DC and Toronto by Hiwot Teffera
- 4- Hiwot Emishaw took the women's product during the Ethiopian day festival in Toronto in September 2016.
- 5- The Board is working on a nutrition production project as a way of IGA for WHAE
- 6- The Board is involved in directing the local units towards running a sustainable business-coming up with creative ideas and looking for market opportunities (Dinq Gallery)

Challenges

- 1- The slow and bureaucratic process to sign agreement with the regions delayed the formation of new local units
- 2- The lack of capacity of some regional staff to organize and assist the women created a huge gap in the implementation
- 3- The lack of entrepreneurial skills among the women is a challenge and it needed a very close follow up in their business process
- 4- The dependency of WHAE completely on donors for running its activities

Monitoring and Evaluation

The monitoring takes place at regional and government levels, at the head office and also by NKS(WHAE's sister organization) At the regional level; monthly reports are submitted by local unit nurses and regional coordinators.

Every month, titles of issues discussed and minutes of the meetings are sent to the program officer. The reports are filled in the format designed by the office.

Additionally meetings with local unit members and government bodies are conducted. Steering committees that meet every month also help in following up activities by reporting back to WHAE by identifying strength and gaps of the work in each region and providing direction.

The Head Office analyzes the reports and undertakes quarterly field visits using standardized monitoring and evaluation formats.

NKS provides continuous follow-up through telephone and email to assure activity are going as planned.